

By: Price

H.B. No. 1920

A BILL TO BE ENTITLED

AN ACT

relating to workforce and succession planning by state agencies.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 321, Government Code, is amended by adding Section 321.024 to read as follows:

Sec. 321.024. STATE AGENCY'S WORKFORCE AND SUCCESSION PLAN.

(a) In this section, "state agency" has the meaning assigned by Section 2056.001.

(b) The State Auditor shall include in the State Auditor's annual report on classified employee turnover:

(1) a list of each state agency that has submitted the workforce and succession plan under Section 2056.0021 and each state agency that has failed to submit a plan under that section; and

(2) a thorough and comprehensive summary of the types and extent of workforce and succession planning completed by state agencies.

SECTION 2. Section 2056.0021, Government Code, is amended to read as follows:

Sec. 2056.0021. WORKFORCE AND SUCCESSION PLANNING. (a) As part of the strategic plan required under Section 2056.002, a state agency shall conduct a strategic staffing analysis and develop a workforce and succession plan, according to guidelines developed by the state auditor, to address critical staffing and training needs

1 of the agency, including the need for experienced employees to  
2 impart knowledge to their potential successors.

3 (b) The workforce and succession plan developed by a state  
4 agency under Subsection (a) must include:

5 (1) provisions that:

6 (A) identify and develop mechanisms to ensure the  
7 transfer of institutional knowledge from experienced and retiring  
8 employees who are not appointed by the governor or the governing  
9 body of the state agency to succeeding employees; and

10 (B) identify the skills and abilities necessary  
11 for the development of the succeeding employees; and

12 (2) a report on the implementation of the mechanisms,  
13 skills, and abilities identified and developed in the previous  
14 workforce and succession plan.

15 (c) A state agency shall include in the state agency's  
16 legislative appropriations request a provision stating whether the  
17 state agency has developed a workforce and succession plan as  
18 required by this section.

19 SECTION 3. This Act takes effect September 1, 2019.